

**[ CESB RESOLUTION NO. 455, NOVEMBER 5, 2002,  
November 05, 2002 ]**

**THE TRANSITORY GUIDELINES GOVERNING CESOS AND CES ELIGIBLES  
AFFECTED BY THE REVISED POLICY ON ORIGINAL AND PROMOTIONAL  
APPOINTMENT TO CAREER EXECUTIVE SERVICE (CES) RANKS PRIOR TO  
ITS EFFECTIVITY AND THE NEW POLICY ON SECURITY OF TENURE IN THE  
CES**

WHEREAS, Article IV, Part III of the Integrated Reorganization Plan, as approved by Presidential Decree No. 1, as amended dated September 24, 1972 created the Career Executive Service Board (CESB) to serve as the governing body of the Career Executive Service (CES) and is mandated to promulgate rules, standards, and procedures on the selection, classification, compensation, and career development of members of the Career Executive Service;

WHEREAS, the Board, by virtue of the powers vested upon it by Presidential Decree No. 1, came up with various policies, rules and regulations in its governance of the CES since its inception on September 24, 1972;

WHEREAS, in pursuance of the modified ranking structure and salary schedule in the CES provided under the Office of the President's Memorandum Order No. 372, s. 1991 dated July 3, 1991, the Board passed CESB Resolution No. 453, s. 2002 dated September 10, 2002 otherwise known as the Revised Policy on Original and Promotional Appointment to Career Executive Service (CES) Ranks prescribing new rules and procedures;

WHEREAS, in substantial departure from the old policy on appointment to CES ranks, where the specific CES rank to which a CES official is originally appointed is determined by the position the said official is currently holding at the time the appointment is made, CESB Resolution No. 453, s. 2002 provides that henceforth all original appointments to CES ranks shall start at CESO VI;

WHEREAS, major policy changes are also introduced in the adjustment to CES Ranks of CESOs appointed to higher CES positions upon the adoption of CESB Resolution No. 453, s. 2002 requiring that they meet certain criteria prior to their adjustment which is now referred to as promotion in CES ranks under the said resolution;

WHEREAS, there are CES Eligible occupying CES positions scheduled for appointment to CES ranks and CESOs due for adjustment or restoration of their CES ranks who will be affected by the new policy adopted by the Board on original and promotional appointment to CES ranks;

WHEREAS, Executive Order No. 200 dated June 18, 1987, which repealed Article 2 of the New Civil Code provides that "Laws shall take effect 15 days following the completion of their publication either in the Official Gazette or in a newspaper of general circulation in the Philippines, unless it is otherwise provided" and pursuant thereof all laws including administrative circulars, rules and regulations should be given prospective application;

WHEREAS, the Board, in its October 8, 2002 meeting decided that, in adherence to the prospectivity principle enshrined in the aforequoted law, all CES Eligible occupying CES positions and CESOs, who are set for adjustment or restoration of their CES ranks, and have completed all the requirements for appointment, adjustment or restoration of their CES ranks prior to the effectivity of CESB Resolution No. 453, s. 2002, shall be covered by the existing policies of the Board;

WHEREAS, in view of the new policy on original and promotional appointment to CES ranks, the Board also deemed it necessary to establish clear cut policy on security of tenure in the CES;